

## Guidance

# Delivering your project in a culturally sensitive, racially equitable and inclusive way



We're interested in approaches that support young people who are disproportionately represented in the youth justice system or who find it harder to access and engage with statutory services. Children from Black, Asian and other minority backgrounds are significantly overrepresented at all stages in the youth justice system. Black children are four times as likely to be arrested as White children. Your project should acknowledge that discrimination exists and embed effective approaches to eradicate racist and discriminatory practices.

Please note, we only fund organisations that have considered race equity when developing their plans. We also require partners to commit to upholding our Code of Conduct. You can read more about our approach to race equity here.

### What we need from you

We need to see a detailed and proactive approach to race equity, cultural sensitivity and inclusion in all aspects of your project planning and delivery.

Your approach to race equity will be unique. This guidance details key questions and considerations. Use this as a tool to support your project team in developing, and communicating, your approach. Please read through each section and contact us with any questions.

If you need additional support or training from a specialist partner to develop your work in this area, please include this in your project plan and budget.

### Training and recruitment

We want to support projects in which all staff and volunteers have received high-quality training. Training can include racial equity, diversity, inclusion and cultural competence. Training should be delivered by an experienced specialist provider.

All staff and volunteers should be trained before the start of the project. If you need to recruit new staff, you should prioritise lived experience and/or experience of working with marginalised communities. New staff and volunteers should be trained as part of their induction.

In your stage 2 application you should clearly describe the experience and training of key staff. If training and/or specialist support is required, this can be costed into the project budget.

### Communication

Communication is critical to the success of your project. Consider how you communicate with young people from recruitment through to the end of your project. In your project team, please discuss:

- ♦ What do you know about the communication needs of the young people you seek to work with? How and where do they and their parents/carers access information?

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- ♦ How will you use a range of communication methods? This may include access to professional interpreters, translated material and using images that reflect the young people you work with.
- ♦ How will you ensure that all parents/carers understand and trust your project?
- ♦ How will you ensure that all staff and volunteers use correct pronunciation of a young person's name?

### Project delivery

We're looking for projects in which everything is delivered through a race equity, diversity and inclusion lens. Remember, if you need specialist support or training, this can be incorporated into your project plan and budget. In your project team, refer to your activity plan and process map and discuss:

- ♦ Does your project seek to work with a high percentage of young boys or men from Black, Asian and Minority Ethnic backgrounds? If so, you should consider how you address issues such as referral bias and the concept of adultification (when notions of innocence and vulnerability are not afforded to certain children). How can you work with referral agencies to tackle these issues?
- ♦ How will you ensure that your team considers the wider context of the lives of young people and the community in which they live e.g. religion, culture and local tensions.
- ♦ How might the lived experience of your staff/practitioners impact their relationships with young people?
- ♦ What are the implications of a practitioner-young person relationship that is not working? How will you identify this and what are the mitigations?

### Environment

An inclusive environment is a critical part of culturally-competent practice and will make young people and their families feel more welcome. In your project team, please discuss:

- ♦ How will you ensure that your project is delivered in a location where young people feel safe and comfortable? Is there flexibility?
- ♦ How will you ensure that young people can easily get to your project and have the support they need to travel?
- ♦ First impressions count. How will young people (as well as parents and carers) be welcomed on their first contact?

### How to communicate your approach in the final proposal

The following table summarises the information we need to assess your proposal. The right hand column indicates the section in your final proposal where you should include the information.

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INFORMATION REQUIRED	WRITE THE INFORMATION IN THIS SECTION OF THE FINAL PROPOSAL
How do the voices of young people inform the design and delivery of your project?	Type of young people (and families) you intend to work with.
What's your understanding of the communities in your region, and the issues arising for young people?	Type of young people (and families) you intend to work with
How will you ensure that your project is accessible to all?	Describe activity plan to deliver Key risks and mitigations.
How will you ensure that your project is welcoming and inclusive? (Think about how your project might be experienced by young people from marginalised communities).	Describe activity plan to deliver Key risks and mitigations.
How will your referral, recruitment and engagement strategy meet different cultural needs?	Describe activity plan to deliver Key risks and mitigations.
How will you ensure that young people from marginalised communities have an equal chance of being referred, recruited, retained and exited well from your project?	Key risks and mitigations.
Specific requirements or support needs factored into your project activities and budget	Describe activity plan to deliver Project budget
What racial equity or diversity challenges might you face in the delivery of your project? How will you address these?	Key risks and mitigations.
What training have the project team received? (including partners)	Key personnel Partnership details
How experienced is the project team in working with young people from marginalised communities?	Key personnel Partnership details
What additional race equity support/training do you need?	Partnership details Describe activity plan to deliver Project budget